

Salford City College Group Annual Accountability Statement

2025-2026 Academic Year



TO BE A BEACON OF **EDUCATIONAL EXCELLENCE**,
TRANSFORMING THE LIVES OF THE **INDIVIDUALS**
AND **COMMUNITIES** WE SERVE.

Contents

Section 1: Purpose	Page 2
Section 2: Context and Place	Page 2
Section 3: SCC Progress Update on 24/25 Accountability Statement Objectives	Page 6
Section 4: SCC Approach to developing the Accountability Statement 25/26	Page 8
Section 5: SCC Contribution to National, Regional and Local Needs	Page 10
Section 6: SCC Accountability Statement Objectives 25/26	Page 18
Section 7: Supporting Information	Page 30
Section 8: Corporation Statement	Page 31

Section 1: Purpose

This Accountability Statement 25/26 sets out how the College meets local needs and considers what actions may be taken to better meet those needs.

Section 2: Context and Place: The Communities We Serve

At SCC Group we believe in the value of Education for a Successful Future. The College's overarching vision is to be a beacon of educational excellence transforming the lives of the individuals and communities we serve underpinned by three core values of Respect, Integrity and Kindness.

The SCC Group Strategic Plan 2022-27 was developed in collaboration with key stakeholders, our students, staff, local and regional employers, civic community partners and governors. The process of consultation allowed the senior leadership team to build a picture of what stakeholders want and need from the college. The information gathered through this process was used to agree five strategic objectives that set out what we want to achieve as a college and how we intend to get there.

SCC Group sets out the following objectives through the SCC Group Strategic Plan 2022-27:

People

To be an exceptional employer where staff and students are developed and thrive because they feel valued, engaged, and challenged.

External Presence

To develop a clear eco system with productive links to schools, universities, employers, and other key partners, whilst raising the external profile of the College.

Resources & Business Operations

To manage the College's finances, estates, and resources effectively to provide an exceptional and sustainable learning environment.

Sustainability

To lead by example on environmental sustainability, providing solutions through collaboration and engagement, underpinned by our commitment to the green agenda.

Teaching and Learning

To inspire people in our city and region through the provision of an outstanding, inclusive, and ambitious curriculum that provides an engine for social mobility.

Welfare

To safeguard and promote the health, safety, and positive well-being of all who study and work at the College



Salford City College Group: Information about the Provider

Salford City College Group is a large Further Education College in Salford, part of the Greater Manchester City Region and is home to 10,000 students and 620 staff. The College offers courses from Pre-Entry to Level 7 on A level, Vocational, Technical, T Level, Adult and Apprenticeship Learning Programmes.

Following feedback from stakeholders the college took the strategic decision to establish Centres of Excellence across the City. The 'devolved' college model has led to an improved clarity of offer for stakeholders, which has in turn led to a year-on-year increase in enrolments on all types of learning programmes.

Each College retains a specialist skills focus whilst retaining a commitment to support students at all levels of prior attainment:

- City Skills is a Centre of Excellence for Construction and a Centre of Excellence for ESOL (English for Speakers of Other Languages)
- Eccles Sixth Form College is a Centre of Vocational and Technical Excellence
- FutureSkills at MediaCityUK is a Centre of Excellence for Creative and Digital
- Pendleton Sixth Form College is a Centre of Academic Excellence for young people.
- Worsley College is a Centre of Excellence for Industry Skills.
- Apprenticeship Learning Programmes are delivered across the city in a number of key sector areas.
- Tailored Learning planned as part Adult Education Curriculum offer is delivered with eight community partners. The purpose of the College Community Education provision is to encourage Salford residents to engage in learning to improve their confidence and wellbeing, develop personal skills and support progress to further training, volunteering and/or employment.

Travel to Learn

In 2024/2025 69% of the 16-18, 74% of the adult cohort, and 34% apprenticeship cohort reside in Salford. Analysis of travel to learn patterns identifies that the provision is predominately place based, particularly so for Community Provision and the highest proportion of school leavers come from Salford schools. However, the geographical location of Salford also means that a number of students also travel into Salford from surrounding boroughs. Adult learners and apprentices are more likely to travel from outside of area, and apprentices in particular travel from locations such as Birmingham, Liverpool, and Leeds to access regionally recognised and specialist provision.

Economic and Social Characteristics of the area

Greater Manchester

The Greater Manchester City Region is home to 2.8 million people with a further 7 million people living within a 1-hour commute. The region is home to c125,000 businesses who between them employ 1.34m people. The GM (Greater Manchester) economy delivers £77.8bn GVA (2022) and the City Region has an ambitious strategy for growth that aims to provide wider opportunities for its residents to access and benefit from jobs that are well paid, secure and offer good employment opportunities that will benefit businesses and residents in GM and beyond.

The Salford Economy and Labour Market

Salford's economy and labour market has seen unprecedented change in recent years. The city is now home to a vibrant economy that is leading growth in Greater Manchester. Census 2021 data shows that the city's population grew by 15.4% between 2011 and 2021, to reach 269,900. The percentage increase in Salford's population was 2.5 times higher than the national average (6.6%) and three times higher than the Northwest average. No other local authority in northern England grew by more than 10%. Growth was fastest among people aged between 25 and 40, and the number of people aged between 30 and 34 living in Salford grew by a 42% between 2011 and 2021. The proportion of Salford's population born outside the UK has also risen quickly, from 14% in 2011 (33,000 people) to 21% in 2021 (57,000 people).

There is strong growth in demand for labour from employers in Salford and despite weak national economic growth and the impact of the pandemic, the number of employee jobs in Salford in the five years between 2016 and 2021 grew by 19%, more than four times faster than the national average. Almost 90% of these new jobs were full time roles. The highest volumes of jobs in Salford (and some of its fastest growing sectors)

are found in areas such as health, information and communication, and professional/scientific/ technical services – sectors which tend to rely on well paid, highly skilled work. There has also been strong growth in employment within the city’s increasingly vibrant cultural economy.

A profound shift in the pattern of work among Salford residents has also taken place. In 2022 52% of working Salford residents were employed in highly skilled associate professional, professional or management roles – this is above the national average. The comparable figure for Salford in 2018 was 38%, well below the national average at the time. Meanwhile median incomes for working Salford residents in 2022 was £28,801 – level with the national average and 11% higher than the Greater Manchester average.

Improvement Priorities for Salford

However, this economic success story is contrasted by a very different picture for many Salford residents. Salford is ranked the 18th most deprived local authority area in England out of 317 in the Index of Multiple Deprivation (IMD). Over a third (36.7%) of children in Salford started primary school without the literacy skills they need to thrive, compared with 3 in 10 (31.2%) children nationally. This trend of low literacy skills remains a key challenge, made evident at each of the key transition points in education – from primary to secondary school and beyond. It has a higher than national average number of pupils who leave school without achieving a Level 2 qualification, a higher than national average of adults claiming Universal Credit (6.3% compared to a national average of 4.6%) and a higher than national average of young people who are not in employment, education, and training (NEET).

Improving the percentage of pupils achieving a 9-4 pass in English and maths is considered one of the key priorities for children in Salford. Currently Key Stage 4 (KS4) outcomes for the young people in Salford are in the bottom 10% of local authorities nationally and this has been the picture for the past three years. Salford success rates for GCSEs are amongst the lowest in the country and Salford has the third lowest average Attainment 8 score, and third lowest average Progress 8 score out of 150 local authorities in England. Overall performance at the end of Key Stage 4 in 2019 for Salford is ‘well below average’ at -0.54 compared to -0.03 national state-funded schools in England.

There are 2,000 individuals in Salford supported by high needs funding via Education Health and Care Plans (EHCPs). This is 3.4% of children in Salford (the national average is 2.9%). The number of children in the city with EHCPs has risen by 50% since 2016 and is projected to increase further over the next few years. These socio-economic challenges have been further exacerbated by the ongoing impact of the pandemic and successive lockdowns.

Of particular concern is the proportion of Salford Residents who are economically inactive; the number of people of working age who are not in work or not seeking work has risen sharply since the pandemic. Today 1 in 9 working aged people in Salford are not in work, not seeking work, and in receipt of DWP (Department for Work and Pensions) benefits (usually due to health conditions). The number of Salford residents claiming these benefits is at its highest level since comparable records began in 1999.

A higher-than-average proportion of these claimants in Salford are under 40. Those affected are concentrated in Salford’s most deprived neighbourhoods. For example, residents of Little Hulton are seven times more likely to claim Universal Credit (no work requirements) than those living in Boothstown and Ellenbrook, a couple of miles away. Some areas in the city, notably Broughton, Langworthy and Little Hulton, experience unemployment rates of 11% compared to the national average of 4.3%. The most deprived parts of the city are concentrated around Langworthy, Irwell Riverside, and Broughton in Central Salford, with smaller pockets in the East Locality, notably Little Hulton and Winton. Other long-standing problems such as relation to low levels of self-employment and high numbers of residents with low or no qualifications also remain.

Salford Education Context

Primary

- Early years outcomes have declined slightly in 2024 compared to 2023, whereas nationally early years outcomes have improved slightly so the gap to national has grown.
- Phonics outcomes in Year 1 have improved since 2023 as they have nationally. The gap to national is broadly the same.

- Phonics outcomes in Year 2 have declined since 2023. Nationally, outcomes have declined more markedly. The gap to national has narrowed.
- Key Stage 2 outcomes have improved in 2024 compared to 2023, as have the outcomes nationally at Key Stage 2. The gap to National has narrowed for the reading, writing, maths combined measure at Key Stage 2.

Secondary

- At Key Stage 2, disadvantaged pupils, compared to their non disadvantaged peers, have shown improvements in their outcomes in 2024 compared to 2023, and the gap between the cohorts has narrowed. However, these gaps are wider for Early Years and phonics outcomes when comparing 2024 outcomes with 2023 outcomes. The attainment data for pupils with SEND support improved for Early Years GLD and KS2 measures at expected standard but declined for Y1 phonics. All Salford figures remained below national figures in 2024 for this cohort. For children with an EHCP attainment data in 2024 has improved for Early years but GLD has declined in all other primary measures. All Salford figures remained below national figures in 2024 for this cohort. The attainment of pupils with SEND remains an improvement priority.
- At Key Stage 4 outcomes are improving over time when compared to 2019. However, attainment in maths and English is still 8% below national. In the Attainment 8 measure there has been an improvement, but again the gap to national is about 9%. Pupil progress has improved considerably over time when compared to data in 2019, however the progress of the disadvantaged when compared to their non-disadvantaged peers is still too wide although the rate of progress for this group has been better than the national rate. The progress of pupils with SEND when compared to their non-SEND peers is still too wide and improvements in this have been marginal. Boy's progress is also significantly below that of their peers nationally and is another area priority for improvement.

Section 3: Progress Made against Annual Accountability Statement 24/25

The objectives set out in the Annual Accountability Statement for 24/25 are set out below:

- AA1 To develop curriculum offer that is employer/ stakeholder led and meets local skills needs.
- AA2 To deliver high quality curriculum that prepares students for next steps.
- AA3 To ensure sustainability focus – leading to skills for jobs in the Green Economy
- AA4 To develop SCC workforce – recruitment and skills development in key sector areas
- AA5 To provide curriculum with high quality resources that are aligned to local skills priorities

Targets and progress against targets below

Objective	Target	Progress against Targets
To develop curriculum offer that is employer/ stakeholder led and meets local skills needs.	1. Curriculum fully aligned to skills priorities across provision types 2. Ofsted Judgement that confirms curriculum meets local skills needs.	<ul style="list-style-type: none"> • SCC Cycle tests and evidences that curriculum is aligned to skills priorities, and this is supported by Ofsted Contribution to Local Skills Judgement. • “Leaders work closely with stakeholders to identify accurately the priority skills required in the local area. They understand local and regional skills needs well and use this information to plan the courses that they offer. • Leaders have strong links with local authorities and mayoral combined authorities. For example, they work with a local council to provide training for young people to reduce the numbers who are not in education, employment or training. • Leaders work in collaboration with employers and stakeholders from across the GM region to understand current employment and sector skills. needs. In the most

		<p>successful courses, they develop curriculums to provide students and apprentices with the future skills they require to support the regeneration of the borough.</p> <ul style="list-style-type: none"> • Leaders co-construct curriculums to meet local needs such as the introduction of the highways maintenance apprenticeship." Ofsted 2024.
To deliver high quality curriculum that prepares students for next steps.	<p>1.Achievement that is above the national average</p> <p>2.Positive Destinations that are above the national average</p> <p>3. Student, Employer and Stakeholder Surveys demonstrate high levels of agreement 90+</p>	<ul style="list-style-type: none"> • EPYP 85.6 (+2.6 against NA 83%) +11 % compared 22/23 • Adult Programmes 86.7% (- 0.8% against NA 87.5%) +3.1% compared 2022/23 • Apprentices are at 63.6% (N+ 3.1% NA 60.5%) +1.6% compared 22/23. • Achievement rates for High Needs Learners is strong at 91% • 16-18 Destinations 78% against NA of 80%, NB Best destinations when compared to all other GFE in GM for third year on a row. • Employer and Stakeholder Surveys demonstrate high levels of agreement: DFE Apprenticeship Accountability Framework Monitoring Tool Overall is 'Good'. Target to be <i>Excellent</i>. • In the Teaching and Learning Survey 92% of learners confirmed that their course is preparing them for their chosen next step, this represents a 1% increase from the previous year. • SCC Employer/Stakeholder Feedback Survey – all indicators 90% or above agreement, covers skills, expertise, how likely to recommend provider. • WINNER – AOC Beacon Award Employer Engagement 2025
Sustainability focus – jobs in the Green Economy	1.Plan and deliver curriculum that delivers green skills	<ul style="list-style-type: none"> • Significant investment and upskilling staff in notably the Construction area: Developed Low Carbon Skills Centre (domestic heat pump), Developed Electrical and Plumbing Apprenticeships to include green skills, Introduced EV charging equipment and training for staff. • Invested in Industrial and Commercial Heat Pump resource and expertise LSIF - only college in Greater Manchester to deliver this curriculum. • Ongoing curriculum development in specific sectors areas to ensure that green skills are embedded as part of curriculum planning.
SCC workforce – recruitment and skills development	<p>1.Achieve high retention rate of highly skilled staff</p> <p>2.Use of LSIP funding to support staff development and upskilling.</p>	<ul style="list-style-type: none"> • Industry Day Event(s): 224 staff participated in Industry Day, engaging with 154 different employers and stakeholders – 100% positive feedback from staff, citing upskilling, better understanding of current industry practice, resources required. • <i>Grow Your Own Strategy (former apprentices engaged to join teaching profession, supported to undertake PGCE/Cert Ed in Construction has led to five appointments/ and staff have been retained.</i> • Number of initiatives to recruit staff led to: Increase in applicants to posts and appointments in hard to recruit areas.

1.Ensure curriculum resourced to provide industry standard experiences aligned to local skills priorities	1.Effective use of LSIF to support curriculum. 2.Innovative and responsive approach to curriculum development working with stakeholders. 3.Investment in upskilling of staffing.	<ul style="list-style-type: none"> Capitalised on investment through the LSIF which has included: Cisco Partnership, Electric Vehicle Charging Training Rigs, Solar PV Training Rigs (Solar Panels), Airconditioning Heat Pump Units Rigs, Ground Source Heat Pump System - Green Energy High Ways Academy – Outdoor Space, CAVE (CAVE Automatic Virtual Environment), Anatomage Table and Health and Community Care Innovation Established new curriculum offer, Highways Academy, Low Carbon Skills Centre, Build Salford, SCC Pre-Internship, Passport to College, Construction Skills Certification Scheme (CSCS) Academy. SCC Recruitment Strategy inc. Grow Your Own. Project 128 to build capacity and address sufficiency challenge in in construction.
---	--	---

Section 4: Approach to developing the Annual Accountability Statement 25/26

A Focus on Skills

The Salford City College Curriculum Intent sets out its vision to provide outstanding high-quality learning experiences that are aligned to national, regional and local skill needs and support learners into positive next steps.

The College uses intelligence provided by national government, the Greater Manchester Strategy, the Greater Manchester Industrial Strategy, the Greater Manchester Local Skills Improvement Plan (LSIP) and The Salford Local Plan to inform its approach. It also has well established mechanisms to access real time intelligence from employers and stakeholders through initiatives such as Employer Curriculum Boards, staff participation in Industry Days and the Industry Partner scheme as part of the Salford City College Curriculum Planning Cycle to ensure that its curriculum offer meets local, regional and national skills priorities.

The College recognises the importance of working with key stakeholders to ensure a strategic and coordinated approach and has well established and productive working partnerships with shareholders across the city.

Work with Stakeholders

Collaboration with key stakeholders using economic and social purpose as the drivers for college activity is clearly understood by stakeholders and Salford City College Group can now confidently identify itself as a key partner of a city-wide eco-system that supports members of the community to access learning programmes that meet local needs, and support progression to employment and/or further study.

Leaders and managers have developed very productive and positive working relationships with an extensive range of stakeholders. They play a prominent role as members of local and regional skills forums and participate in a wide-ranging number of city wide and regional partnerships to ensure the College has a voice and informs policy making at a strategic level. This participation and engagement can be seen through membership of key strategic boards across the city.

- The Skills and Work Board
- The Widening Participation Steering Group,
- The NEET Reduction Strategy Group
- The Salford Key Stakeholders Communications Cell
- The 0-25 Board

- The CHANNEL and PREVENT Oversight Panel
- Salford City Attendance Alliance Group
- The National Literacy Trust as part of the new Literacy for Life: New ten-year plan to boost Salford's reading skills strategy
- Connections
- Job Centre Plus,
- The Citizens Volunteer Service,
- Greater Manchester Learner Provider Network Advisory Board (GMLPN)
- The Greater Manchester Colleges Deputies' Group,
- Greater Manchester College Principals' Group
- Salford Heads and Principals' Association (SHAPAS)
- University of Salford
- Chamber of Commerce

The College is part of the Salford city wide approach to developing literacy schools in association with The Literacy Trust and is a key stakeholder in the delivery of the Salford Employment and Skills Strategy 2023-28.

The Salford City College Industry Partners programme engages with partner employers through a range of initiatives, including Employer Curriculum Boards, work placement opportunities and reciprocal training for employer colleagues. As engagement is planned as part of the annual quality cycle, the impact is inclusive of all students, apprentices and staff. The College Group collaborates with nearly 1,000 employers, including 120 strategic industry partners, 630 apprentice employers, and almost 200 others supporting work experience and ongoing curriculum enhancement. College Industry Partners include:

AE Yates, Argyle NW, Bethell, Bolton Council, City Electric Factors, Dasa, First Central, Great Places Housing Group, H&S Electrical Wholesalers, J Fletcher Engineers Ltd, Keepmoat Homes Ltd, Kidz R Us Private Day Nursery, Lovell Partnerships Ltd, Marriot Worsley Park Hotel & Country Club, Oakfield Nursery School Ltd, PLF Ltd, PLP Construction Ltd, RRG Group, Salford City Council, Salford Royal Hospital (Northern Care Alliance), Seddon Construction Ltd, Tameside Council, The Casey Group Ltd, Wates Group Ltd, Wigan Council

In March 2024, the College work with employers and stakeholders was recognised by an Association of College's Beacon Award, the City & Guilds Award for College Engagement with Employers. This award acknowledges the College's approach forging strong and sustainable partnerships with employers ensuring students receive valuable real-world experiences and enhanced career prospects.

The College is a proactive member of the Greater Manchester College Principals' Group, the Greater Manchester Colleges Deputies' Group and Principals' Association (SHAPAS), and Salford Secondary Deputy Heads' Group. It also works with providers such as The Growth Company, the local authority, and other employers to ensure a triangulated approach to its delivery.

The Strategic and Continuous Curriculum Cycle (SCC Cycle), curriculum planning process uses an evidence-based approach to measure and advance college progress in meeting local skills needs. Macro level analysis of local, national, and regional skills needs was used to inform curriculum planning, with a focus on Salford and Greater Manchester. Curriculum planning and review meetings take place across the year to monitor how the curriculum offer is meeting skills priorities and supporting learners to access enhanced learning experiences that will support them into positive next steps.

Section 5: SCC contribution to national, regional and local skills needs.

National Priorities

As part of its approach the college considers how it contributes to national as well as local skills priorities. National Skills Priorities have been agreed across Government and are areas with high volumes of vacancies which are expected to increase. The new Labour Government has recently set out its 10- year Industrial Green Paper, *Invest 35* for consultation. Part of the Government's approach is the creation of Skills England, a new body that was launched in July 2024 and that will take on the functions of the Institute for Apprenticeships and Technical Education (IfATE), while also having an expanded remit to look at skills gaps and demand.

These national skills priorities take into account the Skills England report, Industrial Strategy Priorities and Plan for Change and are areas with high volumes of vacancies which are expected to increase; long-term structural barriers to recruitment, retention and progression issues; and are important in providing opportunities for employment in key growth areas such as green jobs² and net zero, creative industries and science and technology (including AI and quantum computing).

The national priority sectors are:

- Advanced manufacturing
- Creative Industries,
- Defence
- Digital and Technologies,
- Financial Services
- Life Sciences
- Professional and Business Services
- Clean Energy Industries
- Construction
- Health

Regional Priorities: Local Growth Corridors and Salford and Greater Manchester Priority Sectors areas

Six key growth locations have been identified as part of the Greater Manchester Growth Location Update. Salford can expect to benefit from growth in jobs in notably the Central Cluster and the Western Gateway, but it is also reasonable to expect that given proximity to notably Manchester, that Salford residents can benefit from opportunities across GM given its location.

Central Cluster

Located in Manchester and Salford with plans to create 90,000 new jobs in digital/creative/media and professional services with strong links to universities and Research and Development facilities to build on the innovation strategy. The plans also include 15,000 low carbon homes and a high, continued demand for jobs in construction, leisure and culture as this sector looks to expand further with new facilities.

Western Gateway

The ambition is to build on links with Liverpool Freeport with the establishment of a tri-modal freight hub – Port Salford. 25,000 new jobs will be created around logistics, distribution, advanced manufacturing, and a focus on low carbon technologies in Trafford Park. 21,000 new homes and supporting infrastructure to be built.

The Western Gateway is a key development for Greater Manchester, developing connections with the Port of Liverpool, and the rest of the world. The Western Gateway also provides for the economic growth of the Central Growth Cluster core economic area through the development of a tri-modal freight hub at Port Salford.

Port Salford's further development will provide sustainable freight transport operations which will include rail and road links, on-site canal berths, rail spur and container terminal.

The Western Gateway has the potential to create 25,000 new jobs, capitalising on the unrivalled port connectivity and planned employment space at Carrington, Port Salford, Partington and Trafford Park, alongside the regional leisure, retail and hospitality destination at Trafford City. Logistics and distribution sector employment will be created, with opportunities accessible to local communities with existing skills in this sector and further opportunities for development. Employment growth will also be created in the low carbon energy sector, linked to the development of a low carbon energy innovation park at Trafford Park.

Airport/Southern Growth Corridor

Manchester Airport is a vital link for international trade and tourism. Future growth plans will see the expansion of existing businesses in Airport City with a focus on distribution, warehousing and logistics whilst attracting more Head Offices to be based there. The growth plans also include developments in nearby Stockport town centre including GM's first Mayoral Development Corporation with significant new developments planned or currently underway. Transport infrastructure will be developed across the area with the building of a station for HS2 servicing the airport and surrounding area and the wider north.

Eastern Growth Cluster

Centered around Tameside to take advantage of growth happening in advanced materials/manufacturing with a focus on coatings, plastics and textiles. Tameside has invested over recent years in its digital infrastructure, and this will continue to attract new hubs for future growth.

Northeast Growth Corridor

Based around Rochdale, Oldham and Bury, the centrepiece is 'Atom Valley' with a focus on early-stage developments around advanced manufacturing, materials and other product development and research businesses. This area is already the site of the Advanced Machinery and Productivity Institute (AMPI), and developments here will offer a link with West Yorkshire and parts of East Lancashire.

Wigan and Bolton Growth Corridor

Focused on logistics, manufacturing (especially food) and health innovation/life sciences; 12,000 new homes to be built and significant upgrades to existing infrastructure including a new mainline station at Golborne.

Employment creation will be generated through the regional centre with direct opportunities through the Oxford Road Corridor, Manchester Piccadilly and Salford's Innovation Triangle comprising Media City and The Quays (including future growth at Wharfside), Salford Crescent and Salford Royal Foundation Trust.

Salford Crescent will be connected to the wider world with a new transport hub, enabling easier access to Manchester wide city region and beyond. This will include improved cycling and walking routes and the transformation of Salford Crescent Train Station to include a Metrolink Stop. Salford Royal is a large University teaching hospital, within walking distance of two of our colleges and is one of the 'Top 100 Hospitals in the World.'

Based on the priority areas identified through the LSIP, GM and Regionally Salford City College Group has worked hard to establish learning programmes of learning in all priority areas.

The Greater Manchester Local Skills Improvement Plan (LSIP)

The *Greater Manchester Local Skills Improvement Plan* identifies 7 key sectors as priority skills areas for Greater Manchester underpinned by the need to develop skills linked to readiness and aptitude for work.

Sector Areas	'Softer Skills'
Manufacturing and Engineering	1. Basic IT/Digital Skills 2. Essential literacy and numeracy 3. Leadership and Management 4. Net Zero/Sustainability 5. Basic, soft skills specific to the workplace
Financial and Professional	
Digital and Technology	
Creative, Culture and Sport	
Construction and the Green Economy	
Health and Social Care	
Education and Early Years	

The LSIP also provided more granular detail about the types of roles that will be required which are detailed below:

Construction	Priority for Action
Retrofitting	Urgent Priority
Steel Erection	High Priority
Structural Fabrication	High Priority
Construction Process Management, Site Engineering, Project Management	High Priority
Quantity Surveying	High Priority
Building Envelope Design	Medium Priority
Digitalisation in Construction methods	Medium Priority but provision will need to be increased and become more specialised
Core Construction Skills	Currently low priority but increasing demand means the volume of courses will have to expand to meet demand.
Logistics and Warehousing	Priority for Action
Future Skills in Logistics	Urgent priority for operational skills around use of automated lines/drones etc. High Priority for general software skills and coders for equipment/picking lines
HGV & Bus Driving	High Priority – increasing demand coupled with labour shortages.
Forklift Operation	High Priority – rapid increase in demand with new warehouses and failure for provision to keep track
Warehousing	High Priority – labour market shortages impacting recruitment.
Health and Social Care	Priority for Action
Nursing	Urgent Priority for provision – the degree route for nursing is impacting on recruitment numbers plus there are specialist areas in critically high demand such as Mental Health.
Social Care	High Priority – chronic labour shortages are impacting more than skills provision. 20 Employers reluctant to release staff for training in a sector with a severe labour shortage and it is difficult to attract staff into the sector
Education	Priority for Action
Teaching – Stem & Digital HIGH PRIORITY Teaching - LOW	High Priority – current provision demand is met but severe labour shortages are impacting the sector.
Supporting Teaching and Learning	High Priority - current provision demand is met but severe labour shortages are impacting the sector
Manufacturing and Engineering	Priority for Action
Green Skills, Lean Manufacturing and Sustainability	Urgent Priority especially around energy efficiency/waste management. These are transferable into other 'trade' sectors
Robotics and Automation Technologies	High Priority
Electrical Trades, Electricians, Electronics Engineers, and Technicians	High Priority
Computer Aided Manufacturing and Digitalisation in Manufacturing	Medium Priority, but demand will continue to increase and pace of technological change will also need to be managed.

Traditional Manufacturing/Engineering Skills	Medium - Welders are in demand but currently there is adequate provision. This could change however with a small increase in demand. Low Priority for machine operators and Medium Priority for Fitters, but labour shortages are impacting on the supply of labour and attracting new entrants to the industry.
Retail and Hospitality	Priority for Action
Chef & Cooking skills	Low Priority but very big labour demand with increasing competition
Customer Facing Skills	Medium Priority - staff with good skills in high demand – labour shortages due to recruitment issues for the sector. Some of this will be met by part-time labour
Financial, Business and Professional Services	Priority for Action
Sales & Business Development	High Priority for Sales courses – widespread feedback from employers that these skills in high demand. Medium Priority for Business Development
Accountancy and Finance	Medium Priority
Law	Medium Priority though labour market conditions are impacting supply.
Administration	Low Priority but demand is increasing beyond traditional office roles
Digital and Technology	Priority for Action
Cloud Computing	High Priority
Data Analytics	High Priority
Emerging Technologies (AI (Artificial Intelligence))	High Priority
High Priority	
Software Development	High Priority and demand is increasing
Cybersecurity	Medium Priority but increasing demand and levels of importance
Essential IT skills for Business	Low Priority, but demand is increasing as employers become more aware of gaps and shortfalls

*This additional detail omits reference to roles in notably Sport and Creative sectors; however, this has clearly been identified as a priority in the LSIP and in National and Local skills sector priorities.

Local Priorities: The Salford Local Plan and the Salford Employment and Skills Strategy 2023-2028

The college is a key stakeholder in the Salford Employment and Skills Strategy which sets out the strategic goal to connect local people to new job opportunities, improving quality of life and reducing poverty. This is the context of a city that has seen significant economic growth, but challenges like high poverty and inequality persist.

The strategy aligns Salford's Inclusive and Green Economy Strategy, Tackling Poverty Strategy, and others and seeks to set out how Salford benefits from Greater Manchester's devolution, influencing areas like transport, health, and skills.

The strategy's objectives and priorities are set out below:

- Objective 1: Young people in Salford achieving and progressing in their careers
- Objective 2: More adults in Salford entering and staying in good work
- Objective 3: More working residents progressing in their careers
- Objective 4: Employers in Salford better able to access and develop skills for growth

In developing the priorities and underpinning implementation plan, a number of common themes are clear that span most, if not all areas of the strategy. They include:

- The importance of lifelong learning in enabling working age residents from all walks of life to maximise their potential.
- The need for many interventions to focus in Salford's deprived areas, where need is highest and opportunities at their lowest.
- Improving the connection between employers and education and training providers, to equip more local people with the skills employers seek now and in future.
- That good work should be central to the city's future growth – built on fair pay, job security, effective employee voice, development opportunities and a good work/life balance.
- Environmental challenges will, over time, require an adaptation to learning, particularly within occupations where new regulation and technology will require new skills sets.

Salford Specific Investment Projects

Port Salford

- Investment: Over £138 million has been invested in the project so far.
- Sustainability Focus: The project aims to reduce over 3 million HGV miles from the UK's road networks by shifting freight to rail and water transport.
- Capacity: It aims to handle 40 trains and 16 barges per day, along with the ability to manage millions of tonnes of freight annually.
- Strategic Importance: Part of the Northern Powerhouse initiative, boosting economic activity in Greater Manchester and the Northwest.
- Job Creation: The project is expected to generate thousands of jobs in logistics, transport, and construction.

Greengate Regeneration

- Large-scale Residential Development: Around 5,000 high-quality residential units are being built
- Public Realm Enhancements: The project includes the creation of new public spaces, such as Greengate Park and Greengate Boulevard.
- Cultural and Historical Preservation: While introducing modern development, the plan also focuses on preserving cultural landmarks like Collier Street Baths and supporting local businesses such as Blueprint recording studios
- Inward Investment: The project has attracted significant investment, with £950 million injected from 2016 to 2020
- Job Creation and Economic Growth: The regeneration efforts are bringing job opportunities in construction, urban planning, and various service industries

Crescent and Innovation District

- Housing and Community: Development of over 5,000 new homes, including a mix of affordable housing, to accommodate a diverse range of families and professionals.
- Economic Growth: Creation of 668,000 square feet of employment space, fostering local job creation and stimulating economic activity in the region.
- Improved Connectivity: Development of the Carrington Relief Road alongside upgrades to public transport systems, including buses and trams, improving accessibility and reducing traffic congestion.
- Sustainability and Green Spaces: Commitment to environmental sustainability through flood mitigation strategies and the integration of green infrastructure, enhancing the area's ecological footprint.

The Middlewood Locks

- Over 2,000 new homes, primarily apartments and townhouses.
- 900,000 square feet of commercial space.
- Significant retail, leisure, and green space infrastructure to improve the area's quality of life.
- Proximity to key transportation links including Manchester city centre and Salford.
- Heavy focus on creating a sustainable and environmentally friendly urban area.

New Bailey

- **Housing and Community:** Construction of a mixed-use development with residential units, including affordable housing, aimed at providing homes for a diverse community of families and professionals.
- **Economic Growth:** Development of commercial spaces, fostering job creation and supporting the local economy through a blend of office, retail, and leisure facilities.
- **Improved Connectivity:** Enhancement of transport infrastructure with improved road links and the integration of public transport options to improve accessibility for residents and workers.
- **Sustainability and Green Spaces:** Commitment to sustainable development practices, including energy-efficient buildings, green spaces, and flood management measures to create a balanced, eco-friendly urban environment.

The Irwell River Park

- **Housing and Community:** Development of over 1,000 new homes, including a range of affordable housing options, to support local families, professionals, and create a vibrant community
- **Economic Growth and Job Creation:** The project is designed to stimulate local economies by attracting businesses, tourists, and residents.
- **Improved Transport and Connectivity:** Creation of pedestrian and cycle paths, along with new bridges.
- **Environmental Restoration:** Focus on enhancing biodiversity, improving water quality, and creating natural habitats.
- **Cultural and Recreational Spaces:** Development of public spaces for events, art installations, and leisure activities.
- **Sustainable Urban Development:** Emphasis on green infrastructure and reducing environmental impact.

Pendleton Regeneration

- **Housing and Community:** The project includes the construction of over 2,000 new homes by 2031, with 30% of these dedicated to affordable housing.
- **Economic Growth:** The regeneration efforts are expected to create job opportunities, with local employment and apprenticeship initiatives playing a significant role.
- **Improved Connectivity:** Enhancements to local infrastructure are key to the plan, including new pedestrian and cycle routes that integrate with the wider Greater Manchester network
- **Sustainability and Green Spaces:** A major focus is on sustainable design and green infrastructure.

The Chapel Wharf Development Framework

- **Residential:** Development of over 4,000 new homes, with a mix of affordable housing options aimed at supporting a diverse community, including families, professionals, and key workers.
- **Economic Improvement:** Creation of over 500,000 square feet of commercial and retail space, stimulating local employment opportunities and boosting the regional economy.
- **Enhanced Connectivity:** Construction of new transport infrastructure, including enhanced road networks and improved public transit options, such as expanded bus and tram services, to improve connectivity and accessibility.
- **Sustainability and Green Spaces:** Commitment to sustainability through eco-friendly designs, green infrastructure, and the creation of parks and public spaces, with a focus on reducing environmental impact and increasing community wellbeing.

How is Salford City College Group meeting the local, regional and national skills priorities?

As part of the Accountability Agreement the College must consider how it is contributing the skills requirements of The Greater Manchester Local Skills Improvement Plan, The Salford Skills Plan and National Skills Priorities.

The table below identifies local, regional and national priorities, and how the College is meeting them through its curriculum offer.

Skills Priority	National Priorities	Regional Priorities: GM Local Skills Improvement Plan	Salford Local Plan	Delivered Through
Advanced Manufacturing	Y	Y	Y	16-19 Programmes Apprenticeships Free Courses for Jobs T Levels
Creative Industries	Y	Y	Y	16-19 Programmes Adult Programmes Subcontracted Adult Provision T Levels
Defence	Y			Part of 16-19 Programmes Adult Programmes
Digital and Technologies	Y	Y	Y	16-19 Programmes Adult Programmes
Financial Services	Y	Y	Y	16-19 Programmes Adult Programmes
Life Sciences	Y	Y	Y	16-19 Programmes Adult Programmes
Professional and Business Services	Y	Y	Y	16-19 Programmes Adult Programmes Apprenticeships
Clean Energy Industries	Y	Y	Y	16-19 Programmes Adult Programmes Apprenticeships
Construction	Y	Y	Y	16-19 Programmes Adult Programmes Apprenticeships
Health	Y	Y	Y	16-19 Programmes Adult Programmes Apprenticeships
Education		Y	Y	16-19 Programmes Adult Programmes Apprenticeships
Retail, Hospitality and Leisure			Y	16-19 Programmes Adult Programmes Apprenticeships
Transportation and Logistics		Y	Y	Subcontracted Provision
English, Maths, Digital Skills, ESOL	Y	Y	Y	16-19 Programmes Adult Programmes Apprenticeships
Essential Skills for Work	Y	Y	Y	16-19 Programmes Adult Programmes Apprenticeships

The following table identifies LSIP, Regional and GM priority plans against established delivery locations at Salford City College to support this requirement.

Skills Priority	City Skills	Eccles	Future Skills	Pendleton College	Worsley College	Apprenticeship Provision	TL*	Subcont
Advanced Manufacturing	Y					Y		
Creative Industries			Y	Y			Y	Y
Defence	Y		Y	Y		Y		
Digital and Technologies			Y	Y	Y	Y	Y	
Financial Services		Y	Y	Y		Y	Y	
Life Sciences		Y		Y				
Professional and Business Services		Y	Y	Y		Y	Y	
Clean Energy Industries	Y					Y		
Construction	Y		Y			Y		
Health	Y	Y	Y	Y	Y	Y	Y	
Education			Y		Y			
Retail, Hospitality and Leisure		Y	Y	Y	Y		Y	
Transportation and Logistics	Y					Y		
English, Maths, Digital Skills, ESOL	Y	Y	Y	Y	Y	Y	Y	
Essential Skills for Work	Y	Y	Y	Y	Y	Y	Y	

A Level Provision

The College delivers A Levels that are aligned to national skills priorities and the A Level curriculum offer is planned to support students to progress into priority sectors albeit following undergraduate programmes of study.

Essential Skills

The College remains committed to supporting the development of essential skills in English, Maths up to and including Level 2 in English and Mathematics and up to and including Level 1 for Digital. All students on Education for Young People Study Programmes undertake GCSE English and/or Maths if they have not achieved a Level 2 in these subjects by the time they have left school. The Adult Education Curriculum is planned to provide pathways in English, Maths and Digital Courses and learners can access English, Maths and Digital skills from Pre-Entry to Level 2.

Pathways to priority areas for those not immediately ready to access priority areas.

The college recognises that not all students will be able to access priority vocationally relevant programmes immediately, and the college curriculum offer (including its adult community and tailored learning offer provides first steps education to support, upskill and prepare students for transition into progression routes that will provide for longer-term uptake and success of skills priorities.

Section 6 College Contribution to National, Regional and Local priorities Targets 25/26

SCC Objective(s)	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	By When
1, 2, 3, 4, 5.	To increase the number of skilled workers within the Construction sector	<p>The 'This is Salford' Corporate Plan (2024/2028) sets out the vision to offer everyone in Salford a decent and affordable place to call home.</p> <p>Initiatives like Initiatives like Greengate Regeneration, Crescent and Innovation District, Irwell River Park, Chapel Wharf Development, Pendleton Regeneration, New Bailey, and Middlewood Locks plan to create 20,000 homes over 20 years.</p> <p>In PfE (2024) report, about 28,186 new housing units, 309,102 sq. metres of commercial space and 548,316 sq. metres of industrial units will be created in Salford over the next 15 years.</p>	<p>The College has seen year on year increased in learner and apprentice recruitment. 16-18 numbers have increased from 350 in 20/21 to 562 in 24/25</p> <p>Apprenticeships and Adult Programmes numbers have increased from 480 to 742.</p> <p>Recruitment difficulties have had a direct impact on business and this recruitment and upskilling of staff remains a key priority.</p>	<ul style="list-style-type: none"> The College has increased its adult,16-18 and apprenticeship offer in Construction to try and meet this demand. Continue to deliver T Levels in Construction (Design Surveying and Planning) and Building Engineering Services. Target 18 new starts for each T level. Build Salford starts: Target 15 learners Build Salford for adult learners: Target 10 learners Project 128 is planned to increase capacity at the City Skills Campus. Target:128 learners The CSCS Academy, piloted in 2024/25 is planned to be offered by the College in 25/26 in response to demand from employers and the local authority. Target 40 learners Highways Academy – Year 2 – Apprenticeships in partnership with local government and employers who helped develop the provision in partnership with SCC due to difficulties with recruitment and training in the sector. Target: 14 new apprentices. Development of new Welding provision for adult learners with accredited course. Target 20 learners. Short College Certificate course for NEET learners in Salford and ESOL students to introduce to construction. Target 30 learners. 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees.

		As Salford Council expecting people living in the borough to reach over 300,000 people from 278,064 by 2040 the demand for homes and construction related job will increase. In addition to this, there is an aging workforce within construction.			
--	--	--	--	--	--

SCC	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	By When
1,2,3,4,5	To increase the number of skilled workers within the growing retrofit sector	The LSIP identifies roles in retrofitting as an urgent priority.	This a new and growing area for the College, supported by purchase of resources and upskilling of staff to support need.	<ul style="list-style-type: none"> • Development of new commercial ASHP (Air Source Heat Pumps) courses. through Low Carbon Skills Centre at City Skills. Target 15 learners • Extend the Low Carbon Heating courses Target 20 Learners. • New Solar PV (on demand upskilling electricians on solar panels) Target 20 learners • New Electrical Energy Storage Systems (battery storage systems - EESS) courses developed and marketed in line with LSIP need. Target 30 learners • Bespoke Sustainability training with Building Services employers to upskill staff. Target 12 learners 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees

SCC	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	
1,2,3,4,5.	To increase the number of skilled workers within the Manufacturing sector	<p>There are high volume vacancies within manufacturing. The demand has increased and is now significantly more important in the city.</p> <p>The existing skilled workforce within engineering is aging. It also requires substantial retraining and upskilling to keep up with new green technologies and practices.</p>	<p>The College offers some courses that feed into jobs in the manufacturing sector but is looking to increase its offer in line with sector need, an aging demographic, and growth in green and sustainability initiatives.</p> <p>The sector requires more STEM learners to fulfil High Educated chartered engineering. Our A Level programmes support this through the offer of A Levels in Chemistry, Physics, Biology, Maths and Further Maths</p>	<ul style="list-style-type: none"> • Increase welding starts by adults on the accredited evening welding programme through new marketing approach. • Additional Welding provision within H&V Craftsperson Standard allows pipefitters to claim Welding approval certificate. Target 18 learners • Continue to work with existing and new employers to support the BESCA welding competence retraining 3-year ticket. Target 10 learners. • New welding equipment purchased and further investment into welding workspace planned for Summer 25 to be in place ahead of new academic year. • Ensure that tutorial programmes include key skills such as adaptability and problem solving that are strongly demanded within the businesses to adapt and cope with the industry changes. • Explore the requirement of digital skills to work side by side interacting with technological business solutions such as increased used of robotics and the impact of wider policies and customer demands on the manufacturing process • A Level Statistics added for 25/26. Target 20 learners. 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees

SCC	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	By When
1,2,3,4,5.	To increase the number of skilled workers within the Hydrogen and Green Energy sector	High volume vacancies identified in the LSIP.	<p>There is an urgent need for Hydrogen piping – currently there are no pipe technicians in the area to provide this service for the new technology. This highly specialised area is key business for Salford, in line with advanced manufacturing need.</p> <p>This a new and growing area for the College, supported by purchase of resources and upskilling of staff to support need.</p>	<ul style="list-style-type: none"> To continue our work with local, regional, and national companies to meet the increased demand in hydrogen lead skills. New Hydrogen ready Gas boilers installed within new Gas training area to support skills of Gas and Plumbing Apprentices. Target 30 learners. Welding (as identified above) will also support this 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees.

SCC	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	By When
1,2,3,4,5	To increase the number of skilled workers within the Digital and Technology sector (AI and quantum computing)	<p>Salford Council's Corporate Plan outlines its commitment to enhancing the city's key technology infrastructure by continuing to invest in a rolling program of improvements aimed at expanding access to high-speed broadband and boosting digital connectivity.</p> <p>The council also aims to reduce number of digitally excluded residents</p> <p>Through the council's 'Innovate' transformation program, are leveraging better use of technology and data, enhancing the integration of local services, and maximising the value of every pound spent with their third-party suppliers.</p>	The College offers a variety of industry ready pathways into the sector. It has also increased it adult offer, supporting the city-wide strategic aim to reduce the number of digitally excluded residents.	<ul style="list-style-type: none"> The College has seen growth in coding and computer related skills linked to various industries. Target to increase numbers on 16-18 digital courses: Target: 30 Online platform with CISCO provided curriculum enhancement that included introduction to cyber, data science and ethical hacking. Target: 100 learners Further develop link with GCHQ, DWP, Apadmi. Target: Engage with 40 learners in work related curriculum enhancement opportunities such as work safari, work placements. Develop and grow offer of non-accredited and accredited digital skills courses for adults. Essential Digital Skills Target: 40 new learners. Further enhanced links with University of Salford Business School. 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees

SCC	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	By When
1,2,3,4,5,6	To increase the number of skilled workers within the Health and Science sector	<p>Salford Council want everyone in Salford to live longer, healthier and happier lives by providing a choice of high-quality care and support options including more alternative care environments that support people to live as independently as possible and stay safe and healthy</p> <p>The Crescent and Innovation District project focuses on research and innovation, particularly in health-related fields.</p> <p>Salford Rise project which is within the Crescent Innovation District includes new walking and cycling paths, green spaces, and community areas, which promote physical activity and mental well-being.</p> <p>Increase in Salford's population will increase demand for health and social care services.</p>	<p>The College currently runs courses for all types of provision, 16-18, 19+ and Apprenticeships.</p> <p>Large numbers of local people are classed as economically inactive and suffering from poor health. A significant number of the Salford population do not participate in the workforce as a result of long-term sickness. Health remains a significant barrier to work and a barrier to increasing overall productivity.</p>	<ul style="list-style-type: none"> • Care Certificate as part of curriculum offer for 16-18 Study Programmes. Target 30 • Add AAQ in Health to Curriculum Offer. Target 20 • Continue to run T Level courses in Health working in collaboration with Salford Royal and Northern Care Alliance. Target 20 • Continue to run Salford Royal Internship for learners with High Needs and SEND. Target 10 learners. • Maintain and increase number of sport learners to meet need in local areas for fitness instructors, swimming instructors, lifeguards and sport therapists. Target 130 • Mental Health Support Courses for Adults: Target 10 • Community Interpreting Course working with Salford Royal: Target 12 • Further enhance links with University of Salford Health and Society. • Increase Tailored learning provision to provide first steps entry into education for adult learners. Target 100. 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees

SCC	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	By When
1,2,3,4,5	To increase the number of skilled workers within the Science and Mathematics sector	High volume vacancies. The proportion of jobs requiring a degree- level qualification has increased in the Region. The number of roles requiring STEM skills and technical skills has increased dramatically.	The College delivers a wide variety of STEM subjects across its provision.	<ul style="list-style-type: none"> • Add A level Statistics to A Level offer. Target: 20 learners • Further enhance links with University of Salford Business School. • Continue to work with Advanced Mathematics Support Programme, support for Year 12/13 lower and upper sixth A level learners and year 10 and 11 school pupils. 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees

SCC	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	By When
1,2,3,4,5,6	To increase the number of skilled workers in Retail, Hospitality and Leisure	<p>Greengate Regeneration plans to preserve cultural landmarks like Collier Street Baths and support local businesses such as Blueprint recording studios .</p> <p>The Middlewood Locks project aims to develop 900,000 square feet of commercial space, along with significant retail, leisure, and green space infrastructure to enhance the area's quality of life.</p> <p>The Council's Irwell River Park project aims to develop public spaces for events, art installations, and leisure activities.</p> <p>The council is dedicated to improving the health and well-being of communities by offering world-class sporting and leisure opportunities. This includes developing new Sport, Leisure, and Rugby Strategies for the city to fully harness the health, cultural, and economic benefits that sport provides.</p>	<p>This local skills priority is well served by the Hospitality and Catering offer at the college. The Glass House Restaurant has an excellent reputation in the Salford area and continues to increase its client based.</p> <p>It has also launched the SCC Pre- Internship Programme, where learners with EHCPs and High Needs can access work experience in the College catering services.</p>	<ul style="list-style-type: none"> • Increase Hospitality and Catering course offer for adult learners. Target 20 learners. • This local skills priority is well served by the Hair and Beauty Department. Increase Hair and Beauty Course offer for adult learners. Target 20 learners. • Introduce Level 3 Textiles course for adults following successful growth of Level 1 and Level 2 offer Target 15 Starts 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees

SCC	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	By When
1,2,3,4,5,6	Decrease the number of NEET, disadvantaged, SEND and 50+ learners by providing retraining or upskilling.	<p>Youth unemployment in Salford is above average, as is economic inactivity among young people. In common with other areas, outcomes for care leavers are well below those of other young people.</p> <p>Although there has been good progress in reducing NEETs, levels remain above average and a significant increase in population risks a significant rise in the number of NEETs.</p> <p>The college works with the local authority to address the ongoing issue with NEET population as part of the NEET Reduction Strategy.</p>	<p>The College has supported a wide range of widening participation programmes to support learners who are at risk of NEET.</p> <p>To date 399 young people have successfully completed the King's Trust Team Programme and all have progressed onto a positive next step.</p> <p>470 young people have successfully completed a Passport to College courses at City Skills, Future Skills or Worsley with the majority then moving onto a Level 1 or Level 2 vocational programme.</p> <p>The Build Salford Traineeship has been instrumental in transforming the lives of 80 young people, with many securing full-time employment as a result.</p>	<ul style="list-style-type: none"> • Increase Passport (Entry) to College Provision: Target 30 more starts • Continue to deliver Build Salford Pre-Internship Programme and add 19+ equivalent – 10 starts • The King's Trust – 20 more starts • Ensure that partnership arrangements continue to support these key areas. • Increase the number of young people and 19+ learners with learning needs on programmes the promote employment and independence. • Continued collaborative working with Salford City Council as part of the NEET reduction strategy • Increase the number of ASF programmes that support adults with retraining and upskilling needs. Digital, health and education are the targeted sectors. • Develop accredited pathway for ESOL learners in key sectors areas, Health, Digital, Education, Construction. • Support to reduce the level of NEETs in the City remains a key priority for the College. 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees

SCC	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	By When
1,2,3,4,5,6	Increase the number of skilled people in the education sector	<p>Over the next four years, Salford Council is committed to collaborating closely with local schools to guarantee that every child in Salford has access to high-quality education.</p> <p>This initiative includes an additional investment of £1.3 million in school improvement, aimed at boosting student achievement and ensuring that children graduate ready for employment, training, or further education.</p> <p>Population increase will surge demand for nurseries and schools.</p>	<p>Following the pandemic, the College saw a decline in numbers of learners wishing to pursue courses linked to Childcare.</p> <p>The College is working with partner schools and stakeholders to increase the number of 16-18, and adult learners engaging in courses that provided pathways into education.</p>	<ul style="list-style-type: none"> • Continue to deliver the T Level in Childcare Target 15 starts. • Add Level 1 Support for learners with mental health needs for adult learners: Target 15 learners • Level 2 Supporting Teaching and Learning in Schools: Target 15 starts • Level 3 Award in Education in Training: Target 45 (3 cohorts). • Level 3 Assessor Award. Target 12 starts • Continue to offer Cert Ed/ PGCE. Target increasing provision by 10 learners. • Continue to promote teaching as a career pathway for industry specialists through initiatives such as, 'Grown your Own' which seeks to engage high performing former Apprentices, Learners into the teaching profession. Promote careers in teaching through college led Specialist Recruitment Events. 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees

SCC	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	By When
1,2,3,4,5	Increase the number of skilled people in the FBPS Sector	<p>The council aims to continue to attract business into the borough.</p> <p>Across initiative and projects like Middlewood Locks, Crescent and Innovation District, New Bailey and Chapel Wharf Development Framework plan to deliver approximately 2.6 million square feet of commercial space. This space is designed to support a variety of businesses, from start-ups to established companies, fostering a vibrant business ecosystem</p>	This provision is support by high number of Business Administration Apprenticeships, Level 1 to Level 3 Business Study Programmes, Level 1 and Level 2 Business for Adults learners.	<ul style="list-style-type: none"> • Significant Growth in Public Sector Leadership Apprenticeship offer in response to identified skill need. Continue to grow offer: Target 30. • Continue to explore introduction of HR related qualifications for adult learners in 26/27 – CIPD offer. Target: To produce a delivery plan for HR/ FBPS adult curriculum offer in 26/27 if investigations identify demand and viability of the offer. 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees

SCC	Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	By When
1,2,3,4,5,6	Improve maths, English and Digital skills for learners of all ages	<p>Educational attainment levels in the key areas of English, maths and digital have improved over recent years but are not yet good enough.</p> <p>The percentage of young people in the NEET group remains high in the Salford, as does economic inactivity in the younger age groups.</p> <p>Low aspirations and educational attainment levels - particularly in key areas such as English, maths and digital skills - remain lower than in the country as a whole.</p>	<p>Employers report a difficulty filling technical roles due to a shortage of qualified candidates and in lower-level roles due to job readiness in English, maths, digital and employability skills.</p> <p>The College currently offers maths, English and digital skills to all 16+ learners.</p>	<ul style="list-style-type: none"> • Increase rates of 16-18 and 19+ learners completing maths, English and digital qualifications using all funding streams such as ASF and Multiply. • Increase the number of GCSE students achieving a 4 or above in maths and English. Target: 1000+ learners and positive valued added performance for learners who study English and Maths at all levels of prior attainment. • Pilot Maths for <i>Plumbing</i> type courses in sector specific areas = 5 	Review September 25/26 and ongoing monitoring across the year, inc. at reports to Teaching and Learning and Strategy Finance and Resource Committees

Section 7: Supporting Information

Strategic Plan - Salford City College: [Strategic Plan - Salford City College](#)

The Greater Manchester Local Skills Improvement Plan: [gm-lsip-updated-08aug2023.pdf](#)

The Greater Manchester Local Skills Progress Update Report: [gm-lsip-progress-report-june-2024-final-version-for-lsip-site.pdf](#)

Salford Employment and Skills Strategy: <https://www.partnersinsalford.org/media/mu3ko4i5/salford-employment-and-skills-strategy-2023-to-2028.pdf>

Skills England Report September 2024: [Skills England report: driving growth and widening opportunities - GOV.UK](#)

The Post-18 Education Review (the Augar Review) recommendations: [The Post-18 Education Review \(the Augar Review\) recommendations - House of Commons Library](#)

Skills for jobs: lifelong learning for opportunity and growth - GOV.UK (www.gov.uk)

Adopted Salford Local Plan: Development management policies and designations [Salford Local Plan•Salford City Council](#)

Greater Manchester Independent Prosperity Review - Greater Manchester Combined Authority

Greater Manchester's Local Industrial Strategy - Greater Manchester Combined Authority

Greater Manchester's Growth Locations (aboutgreatermanchester.com)

13A GM ESAP Local Skills Report update March 2022 FINAL.pdf (greatermanchester-ca.gov.uk)

GMCA (Greater Manchester Combined Authority) Part A Report Template (greatermanchester-ca.gov.uk)
Unit for Future Skills - GOV.UK.pdf

Careers advice - job profiles, information and resources | National Careers Service

Salford City College Annual Reports: <https://www.salfordcc.ac.uk/about-us/college-annual-reports-accounts/>

Salford City College Find an Inspection Report – Ofsted: [Salford City College - Open - Find an Inspection Report - Ofsted](#)

Section 8 Corporation/ Governing Body Statement

On behalf of the Salford City College Group Corporation, it is hereby confirmed that the college complies with their duty under section 52B of the Further and Higher Education Act 1992 to review provision in relation to local needs, as introduced in the Skills and Post-16 Education Act 2022 (as defined under section 91(3) of the Further and Higher Education Act 1992).

The Corporation has given due regard to this guidance as part of its duty to review how well the education or training provided by the Salford City College meets national, regional and local needs and can confirm that the plan as set out above reflects an agreed statement of purpose, aims and objectives approved by the corporation on 14 May 2025.

The plan will be published on the college's website within three months of the start of the new academic year.

A handwritten signature in dark ink, appearing to read 'Jackie Flynn', with a long horizontal line extending to the right.

Jackie Flynn
Chair of Governors

A handwritten signature in dark ink, appearing to read 'Rebecca Parks', with a stylized, cursive script.

Rebecca Parks
Principal/Chief Executive and Accounting Officer